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BOARD OF INDUSTRIAL RELATIONS

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BULLETIN

ON THE BOARD'S ACTIVITIES

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

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PROVINCE OF ALBERTA
DEPARTMENT OF LABOUR

K.A. PUGH
Deputy Minister

HON. R. REIERSON
Minister

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DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

K. A. PUGH - Chairman

WINNIFRED ROSS HARRY BOYSE

R. B. d'ESTERRE W. N. GRAY

H. C. FRENCH
Secretary

H. E. BENDICKSON

Vice-Chairman Chief Executive Officer

W. MADAY
Chief Inspector

STATISTICAL INFORMATION

BULLETIN

1960

"A"

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STATISTICAL INFORMATION

BULLETIN

1960

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of January 1st, 1960 to September 30th, 1960 inclusive.

Parts 1 to IV of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Parts V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

PARTS 1 to IV INCLUSIVE	1960
Number of Board Meetings (Including Public Hearings)	34
Number of Inspections	35,017
Number of Business Places Inspected	10,666
Number of Employees Affected	77,293

SETTLEMENTS MADE:

Minimum Wage Under payment	$ 6,466.32
Vacation Pay Orders	53,700.73
Overtime Arrears	51,468.24
Unpaid Wages	75,159.22
TOTAL	$186,794.51

Number of Employees Affected by Above Settlements:	
Male	3,197
Female	720
Number of Complaints Received	4,661
Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:	
Male	41
Female	114
Amount of Weekly Increases Obtained for above Employees:	
Male	541.58
Female	350.89
	$ 892.47

1960

INDUSTRIAL STANDARDS

Number of Schedules	28
Number of Interviews	531
Number of Inspections	298
Number of Complaints	67

PROSECUTIONS

Charges carried over from previous period	31
Number of Charges Laid	24
Convictions	24
Withdrawn	4
Dismissed	Nil
Pending	28
Appeals	Nil
Amount of Fines Assessed	500.00
Amount of Costs Assessed	71.70
Amount Implicated:	
Minimum	762.42
Arrears of Wages	11,000.02
Vacation Pay	2,546.07
	$14,308.51

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classification of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the application.

During the period from July 1st, 1960, to September 30th, 1960, the Board processed 57 applications plus 10 pending at July 1st, 1960, the disposition being as follows:-

Granted	36
Refused	3
Returned	0
Withdrawn	0
Pending	28
	67

REVOCATIONS OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

An application for the suspension of a certification shown in the January 1st, 1960 to June 30th, 1960 bulletin as pending was processed and the certification was suspended.

During the period July 1st to September 30th, 1960 the Board processed one application for the revocation of the certification of a bargaining agent, the disposition being as follows:-

Certification revoked - 1

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From July 1st, 1960 to September 30th, 1960, the disputes referred and those referred to Conciliation Commissioners in the previous period progressed as follows:-

Settled in Conciliation	10
Referred to Conciliation Board	11
Application Withdrawn	1
Pending	25
	47

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from July 1st, 1960 to September 30th, 1960, there were 11 Conciliation Boards established. The Awards brought down by Boards during the period June to September are as follows:-

Unanimous Awards	4
Majority Awards	5
Dessent by employers member	5
Dessent by employees member	0
Sitting at end of June 30th, 1960	5

Some Conciliation Boards dealt with disputes involving more than one employer. These disputes were disposed of as follows:-

Accepted by both parties	2
Accepted by employers only	4
Accepted by employees only	9
Rejected by both parties	10
Submitted	0
Unanimous Awards rejected by either or both parties	5
By employers	2
By employees	1
By both	2
Pending at end of Sept. 25, 1960	1

VOTES

Re:	Appointment of a Bargaining Agent		1
Re:	Suspension of Certification		1
Re:	Conciliation Board Awards		12
Re:	Strike Action In Favour	5	
	Against	1	6
Re:	Section 104 The Alberta Labour Act		1

STRIKES

After provisions of The Alberta Labour Act complied with - 1

BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING SEPTEMBER 30th, 1960.

	HOUSEKEEPING	TOILETS & WASHROOMS	DINING FACILITIES	CHAIRS	HEAT
Instructions outstanding as of June 30th, 1960.	8	124	14	-	1
New Instructions issued July 1st, 1960 to September 30th, 1960.	20	7	-	-	-
TOTAL	28	131	14	-	1
Completed Instructions July 1st, 1960 to September 30th, 1960.	10	17	3	-	1
Outstanding as of September 30th, 1960.	18	114	11	-	-

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS.

Charges laid for Infractions of
The Alberta Labour Act and Orders

July 1st, 1960 - September 30th, 1960.

		FINES	COSTS	i/d DAYS	ARREARS	Information Brought Forward and Disposition			New Cases this period and Disposition			CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTALS	WARRANTS EXECUTED	CASES OUTSTANDING
						No:	Completed	Bal.	No:	Completed	Bal.						
Sec. 11 (1)	Failure to Maintain Time Records	25.00	2.50	30					1	1		1					
Sec. 11 (4)	Failure to Produce Records on Board Order	75.00	9.90	90	1688.80	2	2		5	2	3	4					3
Sec. 17	Transportation Order #9	25.00	3.00	30					1	1		1					
Sec. 29	Male Min. Wage Order #17	30.00	5.00	60	762.42	2	1	1	1		1	1					2
Sec. 41	Failing to Pay All Wages	115.00	9.80	100	9311.22	10	4	6	4	1	3	6	nil	1	1	2	9
Sec. 43	Vacation Pay Order #5	110.00	11.10		2182.83	6		6	11	6	4	5		1			10
Sec. 43	Vacation Pay Order #6	95.00	15.10		306.41	8	6	2				5		1		3	2
Sec. 43 (4)	Failing to Return Holiday Pay Book	25.00	15.30		56.83				1	1		1				1	
Sec. 43 (8)	Failure to Pay on Court Order					3	1	2						1		1	2
		500.00	71.70	310	14308.51	31	14	17	24	12	11	24		4	1	7	28

	PROVINCE OF ALBERTA	%	EDMONTON	%	CALGARY	%	LETHBRIDGE	%	MEDICINE HAT	%	OTHER TOWNS	%
Total No. of employees on payrolls	74951	100.00	18067	100.00	23134	100.00	2873	100.00	1008	100.00	29869	100.00
Total No. of Male employees	50979	68.02	11496	63.63	15670	67.74	2019	70.27	461	45.73	21333	71.42
Total No. of Female employees	23972	31.98	6571	36.37	7464	32.26	854	29.73	547	54.27	8536	28.58
RATES OF WAGES:												
MALE												
Number paid under $26.00 per week	1641	3.22	240	2.09	587	3.75	23	1.14	9	1.95	782	3.67
Number paid $26.01 to $30.00 per week	451	.88	67	.58	81	.52	9	.45	2	.44	292	1.37
Number paid $30.01 to $32.50 per week	608	1.19	258	2.24	43	.27	16	.79	-	-	291	1.36
Number paid $32.51 to $35.00 per week	671	1.32	201	1.75	75	.48	25	1.24	13	2.82	357	1.67
Number paid $35.01 to $40.00 per week	1419	2.78	334	2.90	176	1.12	64	3.17	40	8.68	805	3.77
Number paid $40.01 to $50.00 per week	4342	8.52	1190	10.35	650	4.15	200	9.91	80	17.35	2222	10.42
Number paid $50.01 to $65.00 per week	9301	18.25	2137	18.59	1957	12.49	586	29.02	132	28.63	4489	21.04
Number paid over $65.00	32546	63.84	7069	61.50	12101	77.22	1096	54.28	185	40.13	12095	56.70
TOTAL MALE EMPLOYEES	50979	100.00	11496	100.00	15670	100.00	2019	100.00	461	100.00	21333	100.00
RATES OF WAGES												
FEMALE												
Number paid under $24.00 per week	2747	11.46	274	4.17	1353	18.13	2	.23	56	10.24	1062	12.44
Number paid $24.01 to $28.00 per week	1250	5.21	204	3.10	206	2.76	35	4.10	14	2.56	791	9.27
Number paid $28.01 to $30.00 per week	1423	5.94	346	5.27	200	2.68	25	2.93	30	5.48	822	9.63
Number paid $30.01 to $32.50 per week	1586	6.62	446	6.79	252	3.38	69	8.08	52	9.51	767	8.98
Number paid $32.51 to $37.00 per week	3488	14.55	1209	18.40	730	9.78	168	19.67	51	9.32	1330	15.58
Number paid $37.01 to $42.50 per week	4314	17.99	1603	24.40	1035	13.87	200	23.42	254	46.44	1222	14.32
Number paid $42.51 to $60.00 per week	5847	24.39	1808	27.51	2212	29.63	267	31.27	29	5.30	1531	17.94
Number paid over $60.00	3317	13.84	681	10.36	1476	19.77	88	10.30	61	11.15	1011	11.84
TOTAL FEMALE EMPLOYEES	23972	100.00	6511	100.00	7464	100.00	854	100.00	547	100.00	8536	100.00

PERIOD OF JANUARY 1st, 1960 to AND INCLUDING SEPTEMBER 30th, 1960.

THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

I S S U E D

"B"

THE ALBERTA LABOUR ACT

CERTIFICATIONS

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

I S S U E D

1. Sheet Metal Workers International Association, Local Union No. 271, Edmonton, and Alberta Mechanical Contractors Ltd., Jasper Place.

UNIT: "Journeymen Sheet Metal Workers and Sheet Metal Apprentices."

CERTIFICATE NO. 76-60.

2. Construction and General Labourers Union Local 1111, Calgary, and Totem Lumber and Builders Supply Ltd., Hubalta, Alberta.

UNIT:

"All employees excluding office personnel and Manager."

CERTIFICATE NO. 77-60.

3. United Transport Workers & Warehousemen, Edmonton, and Monarch Transport Ltd., Edmonton.

UNIT:

"Truck drivers and helpers."

CERTIFICATE NO. 78-60.

4. Oil, Chemical and Atomic Workers International Union, Local 6-685, Twin Butte, Alberta, and British American Oil Company Limited, Pincher Creek, Alberta.

UNIT:

"Certified Steam Engineers engaged in operating steam boilers in the power house and steam equipment in the sulphur plant."

CERTIFICATE NO. 79-60.

5. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Mannix Co. Ltd., Calgary, Alberta.

UNIT:

"All employees who are directly connected with all phases of erection of Structural and Ornamental Iron and employees who do Machinery Moving and Rigging."

CERTIFICATE NO. 80-60.

6. United Brotherhood of Carpenters and Joiners of America, Local Union 2410, Red Deer, Alberta, and Forest Construction Ltd., Edmonton.

UNIT:

"Journeymen Carpenters, Carpenter Apprentices and Carpenter Foremen."

CERTIFICATE NO. 81-60.

7. United Brotherhood of Carpenters and Joiners of America, Local Union No. 2410, Red Deer, Alberta, and Northgate Construction Ltd., Edmonton, Alberta.

UNIT:

"Journeymen Carpenters, Carpenter Apprentices and Carpenter Foreman."

CERTIFICATE NO. 82-60.

8. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, Alberta. and Parkyn Transport Ltd., Calgary, Alta.

UNIT:

"All highway drivers and city pick-up and warehousemen, excluding office staff, dispatcher, and those with the right to hire, discharge and change the status of employees."

CERTIFICATE NO. 83-60.

9. National Union of Public Employees, Local 800 Camrose, Alberta, and City of Camrose, Camrose, Alberta.

UNIT:

"All civic outside workers with the exception of Foremen wholly employed in a supervisory capacity, the General Foreman and the Superintendent."

CERTIFICATE NO. 84-60.

10. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary, and Medicine Hat Foods Ltd., Medicine Hat, Alberta.

UNIT:

"All employees in the store owned or operated by the Company in the City of Medicine Hat, Alberta, employed in the handling and selling of fresh, cooked smoked meats, fish and poultry when such work is performed in or for the meat section."

CERTIFICATE NO. 85-60.

11. International Union of Electric, Radio and Machine Workers, Local 587, Medicine Hat, and J. A. Wilson Lighting & Display Limited, Medicine Hat, Alberta.

UNIT:

"All employees save and except foreman, persons above the rank of foreman and office staff."

CERTIFICATE NO. 86-60.

12. International Chemical, Workers Union Local 474, Lindbergh, Alberta, and The Canadian Salt Company Limited, Lindbergh, Alberta.

UNIT:

"Steam Engineers working in the Power Plant under the Chief Engineer."

CERTIFICATE NO. 87-60.

13. International Union of Electrical, Radio and Machine Workers Local Union No. 586, Lethbridge, Alberta, and Automatic Electric (Canada) Limited, Alberta.

UNIT:

" All hourly rated employees, save and except assistant Foreman, persons above the rank of assistant Foreman, Guards, Office and Sales staff."

CERTIFICATE NO. 88-60.

14. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and R. & A. Steel Erectors Ltd., New Westminister, B. C.

UNIT:

"All employees directly engaged in assembly and erection of pre-fabricated metal grain storage tanks."

CERTIFICATE NO. 89-60.

15. Hod Carriers, Building and Common Labourers Union Local 92, Edmonton, and Construction and General Labourers Union Local 511, Calgary, and Bannister Construction Company Ltd., Edmonton, Alta.

UNIT:

"All Labourers, Powersaw Operators, Paperlatchers, Saw Filers, Graders, Buffing Machine men and Swampers, (Tractor Pipe gang only) employed in the Heavy Construction Division, excluding foreman and those above the rank of foremen."

CERTIFICATE NO. 90-60.

16. Hod Carriers, Building & Common Labourers Union, Local 92, Edmonton, and Dennis Jones Construction Limited, Edmonton, Alberta.

UNIT:

"Labourers when employed as mixermen bricksaw operators, Hod Carriers, general labourers, labourers tending all crafts including mixing, scaffolding, handling and conveying of all materials used by the crafts."

CERTIFICATE NO. 91-60.

17. Hod Carriers, Building and Common Labourers Union, Local 92, and Alberta Masonry Co. Ltd., Edmonton, Alberta.

UNIT:

"Labourers when employed as mixermen, bricksaw operators, (Hod Carriers, general labourers, labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

CERTIFICATE NO. 92-60.

18. United Rubber, Cork, Linoleum and Plastic Workers of America, Local 628, Medicine Hat, Alberta, and Goodyear Tire and Rubber Company of Canada Limited, Medicine Hat, Alberta.

UNIT:

"All hourly rated and piece work employees of the Company at its Medicine Hat Plant below rank of Supervisor save and except office employees, police and production squadron training groups and production schedulers."

CERTIFICATE NO. 93-60.

19. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alta., and Carl Erickson Contracting, Calgary, Alta.

UNIT:

" All employees who are directly connected with the erecting and placing of curtain-wall and curtain-wall type panels, mullions, window frame and ornamental iron, excluding all glass and plastic materials."

CERTIFICATE NO. 94-60.

20. Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, and Monchak Concrete & Maintenance Ltd,, Edmonton, Alberta.

UNIT:

"Labourers when employed as tamperman, chipperman, mixermen, vibratormen, powerbuggy operators, labourers tending all crafts including mixing, handling and conveying of materials used by the crafts and general labourers."

CERTIFICATE NO. 95-60.

21. United Brotherhood of Carpenters & Joiners of America, Local 1779 and 2103, Calgary, and Northgate Construction (Calgary) Ltd., Calgary, Alberta.

UNIT:

"Carpenters, Carpenter Foremen and Apprentices."

CERTIFICATE NO. 96-60.

22. United Steelworkers of America, Local 5044, Calgary, and Big Inch Pipe Corporation Ltd., Calgary, Alta.

UNIT:

" All employees of the company at its Calgary plants except office staff, clerical and technical employees, foremen, those above the rank of foreman and those with authority to hire and fire."

CERTIFICATE NO. 97-60.

23. International Union of Operating Engineers, Local 955, Calgary, Alberta, and The Town of Forest Lawn, Forest Lawn, Alberta.

UNIT:

"Equipment Operators, Oilers, Helpers, Labourers, Mechanics, Welders, Truck Drivers, Garbage Dump and Sewage Disposal Maintainers, and Foreman. Excluding Superintendent, Office Employees, Policeman and anyone with the authority to hire and fire."

CERTIFICATE NO. 98-60.

24. United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer, and Poole Construction Co. Ltd., Calgary, Alta.

UNIT:

"Journeymen carpenters, carpenter foremen and carpenter apprentices."

CERTIFICATE NO. 99-60.

25. Retail Clerks International Association Local 397, Calgary, and Medicine Hat Foods Limited,(IGA), Medicine Hat, Alta.

UNIT: "All employees, whether full or part time, employed in the Retail Store operated by Medicine Hat Foods Limited (IGA) in the city of Medicine Hat and its adjacent suburbs, excluding meat personnel, office personnel and location manager."

CERTIFICATE NO. 100-60.

26. Hod Carriers, Building & Common Labourers Union, Local 92, Edmonton, Alberta, and C. H. Whitham Limited, Edmonton.

UNIT:

"Labourers when employed as, Dumpmen, Tamperman, Chipperman, Mixermen, Vibratormen, Grinder Operators. Jackhammermen, Breakermen, Pump Tenders, Tubularscaffolders. Labourers tending all crafts including mixing, handling and conveying of materials used by the crafts, powerbuggy operators, pipe layers (non-metallic) and general labourers."

CERTIFICATE NO. 101-60.

27. United Brotherhood of Carpenters and Joiners of America, Local 1779 and 2103, Calgary, and D. MacDougall Construction Ltd., Edmonton, Alta.

UNIT: "Carpenters, Carpenter Foremen, and Apprentices."

CERTIFICATE NO. 102-60.

28. Hotel and Restaurant Employees Union, Local 282, Calgary, Alberta, and Braemar Lodge, Calgary, Alta.

UNIT:

"Housekeeper and Room Maids employed on a full-time basis."

CERTIFICATE NO. 103-60.

29. Hotel and Restaurant Employees Union, Local 282, Calgary, and Cecil Hotel, Calgary, Alta.

UNIT:

"Housekeeper and Room Maids employed on a full-time basis."

CERTIFICATE NO. 104 - 60.

30. Hod Carriers Building and Common Labourers Union, Local 92, Edmonton, and J. J. Cust Masonry Ltd., Edmonton.

UNIT:

"Labourers when employed as mixermen, bricksaw operators, Hod Carriers, general labourers, labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

CERTIFICATE NO. 105-60.

31. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, Alta. and A & J. Hughes Construction Ltd., Calgary,

UNIT:

"Carpenters, Carpenter Foremen and Apprentices."

CERTIFICATE NO. 106-60.

32. Hod Carriers Building and Common Labourers Union, Local 92, Edmonton, and Holms Masonry Ltd., Edmonton, Alta.

UNIT:

"Labourers when employed as mixermen, bricksaw operators, Hod carriers and general labourers. Labourers tending all crafts including mixing, scaffolding, handling and conveying of all materials used by the crafts."

CERTIFICATE NO. 107-60.

33. Hod Carriers Building and Common Labourers Union, Local 92, Edmonton, and Newsome Concrete Block Co. Ltd., Camrose, Alberta.

UNIT:

"All employees of the company excluding office employees and those employees above the rank of foreman."

CERTIFICATE NO. 108-60.

34. Pepsi Cola Company of Canada Limited Employee's Association in Edmonton, and Pepsi Cola Company of Canada Limited, Edmonton.

UNIT:

"All driver-salesmen, helpers and in-plant employees with the exception of office staff and supervisory staff."

CERTIFICATE NO. 109-60.

35. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and Brunswick-Balkecollendar Co. of Canada Ltd., Calgary, Alta.

UNIT:

"Millwrights , Millwright Foremen and Apprentices."

CERTIFICATE NO. 110 - 60.

36. Hod Carriers Building and Common Labourers Union, Local 92, Edmonton, and Odgaard and Knudson Masonry Contractors Ltd. Edmonton, Alta.

UNIT:

"All labourers when employed as mixermen, bricksaw operators, Hod Carriers, general labourers, labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

CERTIFICATE NO. 111 - 60.

37. United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer, and Poole Construction Company Limited, Edmonton, Alta.

UNIT:

"Journeyman Carpenters, Carpenter Apprentices and Carpenter Foremen."

CERTIFICATE NO. 112 - 60.

38. Hod Carriers Building and Common Labourers Union, Local 92, Edmonton, and Brown & Root Ltd., Edmonton, Alta.

UNIT:

"Labourers when employed as dumpmen, mixermen, tampermen, chippermen, vibratormen, grinder operators, jackhammerman, breakerman, pump tenders, tubularscaffolders, general labourers, powerbuggy operators, pipe layers(non-metallic). Labourers tending all crafts including mixing, handling and conveying of all materials, used by the crafts, including tool crib men but excluding warehousemen."

CERTIFICATE NO. 113 - 60.

39. Hod Carriers Building and Common Labourers, Local 92, Edmonton, and Morin Brothers, Edmonton, Alta.

UNIT:

"Laborers when employed as dumpmen, mixermen, tampermen, chippermen, vibratormen, grinder operators, jackhammermen, breakermen, pump tenders, tubular-scaffolders - General laborers, power-buggy operators, pipe layoers (non-metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

CERTIFICATE NO. 114-60.

40. Construction & General Laborers Union, Local 1111, and David M. Pipe & Associates Ltd., Calgary, Alta.

UNIT:

Laborers."

CERTIFICATE NO. 115-60.

41. Hod Carriers Building & Common Laborers Union Local 92, Edmonton, and Consolidated Concrete Industries Ltd., Red Deer, Alberta.

UNIT:

"All employees of the Company employed in its Red Deer, Alberta operations, excluding office employees, dispatcher, foremen and those above the rank of foreman."

CERTIFICATE NO. 116-60.

42.

Construction and General Laborers Union Local 1111, Calgary, and Louis Victor Ltd., Red Deer, Alta.

UNIT:

"Labourers and Bricklayers Helpers."

CERTIFICATE NO. 117-60.

43. Operative Plasterers' and Cement Masons' International Association, Local 372, Edmonton and A-1 Plaster & Stucco Co. Ltd., Edmonton, Alta.

UNIT:

"All Plasterers and Plasterers Apprentices, Foreman and Sub-Foreman to be included."

CERTIFICATE NO. 118-60.

44. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta. and Dunco Limited, Calgary, Alta.

UNIT:

"All Employees who are directly connected with the erecting and placing of curtain-wall and curtain-wall type panels, mullions, window frames and ornamental iron, excluding all glass and plastic materials."

CERTIFICATE NO. 119-60.

45. Hotel and Restaurant Employees Union, Local 282, Calgary, and Caravan Motor Hotel Ltd., Calgary, Alta.

UNIT: "Room Maids."

CERTIFICATE NO. 120 - 60.

46. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton and Wirtanen Electric Co. Ltd., Edmonton, Alta.

UNIT:

"Boilermaker welders, fitters, riggers and helpers, excluding office staff and supervisory personnel with the full authority to hire and fire.(In the Province of Alberta.)"

CERTIFICATE NO. 121-60.

47. Construction and General Laborers Union Local 1111, Calgary, Alta. and Industrial Leaseholds & Construction Limited, Burnaby, B.C.

UNIT:

"Laborers."

CERTIFICATE NO. 122 - 60.

48. Hod Carriers, Building and Common Laborers Union Local Union 92, Edmonton, and Buchanan Construction & Engineering Co, Ltd., Edmonton, Alta.

UNIT:

"Laborers when employed as dumpmen, tampermen, chipperman, mixermen, vibratormen, grinder operators, jackhammerman, breakermen, pump tenders, tubular-scaffolders - General Laborers, powerbuggy operators, pipelayers (non-metallic). Laborers tending all mixing, handling and conveying of all materials used by the crafts."

CERTICIATE NO. 123-60.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

R E F U S E D

	UNION	COMPANY	REASON
1.	Obed Employees Association, Obed, Alberta.	Obed Lumber Co. Ltd. Obed, Alberta.	Constitution and By-Laws found improper for a Trade Union.
2.	Brotherhood of Painters, Decorators and Paperhangers of America, Local 1725, Calgary, Alberta.	Vitric Manufacturing Ltd., Calgary, Alberta.	Contradictory evidence submitted before the Board.
3.	Construction and General Labourers Union, Local 1111, Calgary, Alberta.	Northgate Construction Ltd., Calgary, Alberta.	Board not satisfied that majority of employees in unit selected applicant to be bargaining agent.
4.	United Brotherhood of Carpenters and Joiners of America, Local 3215, Cardson, Alberta.	Remington Construction Co., Ltd., Cardston, Alberta.	Board not satisfied that majority of employees in unit selected applicant to be bargaining agent.

THE ALBERTA LABOUR ACT

SUSPENSION OF CERTIFICATION

OF A BARGAINING AGENT

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

G R A N T E D

"D"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

SUSPENSION OF CERTIFICATION

OF A BARGAINING AGENT

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

1. United Steel Workers of America, Local 5529, Edmonton, and Maloney-Crawford Tank and Service Company Limited, Edmonton, Alberta.

UNIT:

All employees of the company except office, clerical and technical staff - supervisers, those above the rank of foremen and those with the authority to hire and fire."

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

R E F U S E D

"E"

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

R E F U S E D

	UNION	COMPANY	RESULT
1.	International Association of Heat and Frost Insulators and Asbestos Workers, Local Union 110, Edmonton, Alta.	W. J. Garvin & Co. Ltd., Edmonton, Alta.	No Employees in Unit.

R E S U L T S

C O N C I L I A T I O N S

Shown as Pending

JUNE 30th, 1960.

"F"

C O N C I L I A T I O N S

(Shown as Pending)

JUNE 30th, 1960.

1.	Medicine Hat Laundry Workers' Federal Union No. 45, C.L.C., and Medicine Hat Steam Laundry Company Limited, Medicine Hat, Alberta.	E.F. Rodwell	Withdrawn.
2.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Dench of Canada Ltd., Calgary, Canadian Freightways Ltd., Calgary, Pacific Inland Express Ltd., Calgary, Alta.	R. H. R. Clement	Settled.
3.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, and Dales Bros. Ltd., Edmonton, Alta.	C. B. Dagg	Pending
4.	Alberta Teachers Association and Edmonton School District No. 7, Edmonton.	Wm. Maday	Conciliation Board.
5.	United Brotherhood of Carpenters & Joiners of America, Local 2568, Edmonton, and Canada Creosoting Company Limited, Edmonton, Alta.	C. B. Dagg	Settled.
6.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, and Canada Creosoting Company Ltd., Calgary, Alta.	E.F. Rodwell	Settled.
7.	Alberta Teachers' Association & Bowness School District No. 4590.	E. F. Rodwell	Pending
8.	United Mine Workers' of America, District No. 16, and the Drumheller Coal Operators' Association, Drumheller, Alberta.	R. H. R. Clement	Conciliation Board.

9.	International Union of Operating Engineers, Local 955, Edmonton, and certain members of the Alberta Road'uilders' Association as listed on Appendix " A". Arthur A. Voice Construction Co. Ltd., Edmonton, Burns & Dutton Concrete & Construction Company Limited, Calgary, Calwin Equipment Rentals Ltd., Calgary, Crown Paving Company Company Ltd., Edmonton, Evans Construction Co. Ltd., Saskatoon, Saskatchewan, F. W. Lamb & Sons Ltd., Calgary, Galleli & Sons Company Ltd., Calgary, J. A. Moulson Construction Ltd. Forest Lawn, Alberta, Ma Co. Ltd., Calgary, M Construction(Alberta) Ltd. Vancouver, B.C., O Construction Ltd., Edmonton, Poole Engineering (1958) Ltd., Edmonton, Progressive Construction Co., Ltd., South Edmonton, Edmonton, Alberta, Saw Construction Co., Ltd., Midnapore, Alta., Square M - Coleman, Edmonton, Standard Gravel & Surfacing of Canada Limited, Calgary, W. C. Wells Construction Co., Ltd., Edmonton, Whelihan Construction Ltd., Lethbridge, Alberta.	J. B. Adamms	Settled.
10.	Beverage Dispensers, Hotel Service, Culinary & Restaurant Employees' Union, Local 579, Edmonton, and Edmonton Club, Edmonton, Alta.	J. B. Adamms	Conciliation Board.
11.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, and Alpha Jersey Dairy, Calgary.	E. F. Rodwell	Conciliation Board.
12.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, and Union Milk Co. Ltd., Calgary.	E.F. Rodwell	Conciliation Board.
13.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and Palm Dairies, Calgary.	E.F. Rodwell	Conciliation Board.
14.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and Model Dairies Ltd., Calgary.	E.F. Rodwell	Conciliation Board.

15.	International Union United Automobile, Aircraft, Agricultural Implement Workers of America, Local 1227, and Universal Sales & Services Ltd., Calgary, Alta.	E. F. Rodwell	Pending

C O N C I L I A T I O N S

JULY 1st. 1960 to SEPTEMBER 30th. 1960

"G"

THE ALBERTA LABOUR ACT

CONCILIATIONS

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

	DISPUTES	CONCILIATOR	RESULT
1.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Weston Bakeries Ltd., Calgary.	E. F. Rodwell	Pending
2.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Canadian Bakeries Ltd., Calgary.	E. F. Rodwell	Pending
3.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and McGavins Ltd., Calgary.	E. F. Rodwell	Pending
4.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and General Bakeries Ltd., Calgary.	E. F. Rodwell	Pending
5.	International Molders and Foundry Workers Union of North America, Local 360, and Perfection Machine Works Ltd., Calgary.	E. F. Rodwell	Settled.
6.	Brown & Root Ltd., Edmonton, and the Trade Unions as listed on Appendix "A". Local 488, The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada. Local 1325, United Brotherhood of Carpenters and Joiners of America. Local 1460, United Brotherhood of Carpenters and Joiners of America(Millwrights and Helpers).	J. B. Adams	Conciliation Board.

6. Cont'd.	Local 110, International Association of Heat and Frost Insulators and Asbestos Workers, affiliated with the American Federation of Labor and Building Construction Trades Dept. Local 146, The International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America. Local 92, International Hodcarriers, Building and Common Laborers Union of America(includes Roofers). Local 1016, The Brotherhood of Painters, Decorators and Paperhangers of America. Local 424, International Brotherhood of Electrical Workers. Local 720, The International Association of Bridge, Structural and Ornamental Iron Workers. Local 955, The International Association of Operating Engineers. Local 1, Bricklayers, Masons, Tile Setters, Terrazzo Workers International Union. Local 271, Sheet Metal Workers International Association. Local 372, Operative Plasterer's and Cement Masons' International Association, Local 205, Wood, Wire, and Metal Lathers.		
7.	International Hod Carriers Building & Common Laborers Union, Local 92, Edmonton, and Industrial Leaseholds Construction Ltd., Leduc, Alberta.	J. B. Adams	Conciliation Board.
8.	Retail Clerks Union, Local 401, and MacDonalds Consolidated, Edmonton.	J. B. Adams	Settled.
9.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and Campbell & Griffin Ltd., Calgary, Alberta.	E. F. Rodwell	Settled.
10.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Crystal Dairy Ltd., Medicine Hat, Alta., and Crystal Dairy Ltd., Lethbridge, Alberta.	E. F. Rodwell	Pending

11.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and Red Deer Creamery, Red Deer, Alberta, and Alpha Jersey (Whitehills) Dairy, Red Deer, Alberta.	E. F. Rodwell	Pending
12.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of the United States and Canada, Local 488, Edmonton and Brown and Root Ltd., Edmonton.	J. B. Adams	Conciliation Board.
13.	The City of Camrose Police Association and the City of Camrose, Camrose, Alberta.	Wm. Maday	Settled.
14.	Construction and General Labourers Union, Local 1111, Calgary, and Burtex Industries Limited, Calgary.	R. H. R. Clement	Settled.
15.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Parkyn Transport Ltd., Calgary, Alberta.	R. H. R. Clement	Pending
16.	National Union of Public Employees, Local 800, Edmonton, and City of Camrose, Camrose, Alta.	C. B. Dagg	Pending
17.	United Brotherhood of Carpenters & Joiners of America, Local 1779, and 2103 and Northgate Construction (Calgary) Ltd., Calgary.	R. H. R. Clement	Settled.
18.	Hotel and Restaurant Employees and Bartenders International Union, Local 73, and Cecil Hotel, Medicine Hat, Alta.	A. Frey	Pending
19.	Hotel and Restaurant Employees and Bartenders International Union, Local 73, and Royal Hotel, Medicine Hat, Alberta.	A. Frey	Pending
20.	Alberta Teacher Association and Stony Plain School Division, No. 23, Stony Plain, Alberta.	C. B. Dagg	Pending

21.	United Cement, Lime & Gypsum Workers International Union, Local 345 and Gypsum, Lime, and Alabastine Canada Limited, Toronto, Ontario.	R. H. R. Clement	Settled.
22.	International Woodworkers of America, Local 1-207, and Zeidler Corporation Ltd., Edmonton.	C. N. Lobb	Settled
23.	International Union of Electrical, Radio and Machine Workers, Local 586, Lethbridge and Automatic Electric (Canada) Limited, Lethbridge, Alta.	E. F. Rodwell	Pending
24.	Alberta Teachers' Association and Westlock School Division, No. 37, Westlock, Alta.	C. B. Dagg	Pending
25.	I.A.T.S.E.M.P.M.O., Local 371, Edmonton & Western Drive-In Theatres Ltd., Edmonton.	J. B. Adams	Settled
26.	International Union of Operating Engineers, Local 703, Calgary, and Standard Brands Limited, Calgary, Alta.	R. H. R. Clement	Settled.
27.	Bakery and Confectionery Workers, International Union of America, Local 252, Calgary, and Cal-Heights Foods Ltd., Calgary, Alta.	R. H. R. Clement	Pending
28.	National Union of Dairy Workers, No. 18, Calgary, and Purity Dairy, Lethbridge.	E. F. Rodwell.	Pending
29.	Bakery and Confectionery Workers' International Union of America, Local 252, Calgary, and Dominion Stores Ltd., Calgary.	R. H. R. Clement	Pending
30.	International Woodworkers of America, Local 1-207, Edmonton, and Fibreboard Manufacturing Ltd., Wabamun, Alta.	C. B. Dagg	Pending

31.	Alberta Teachers' Association and the Lacombe School Division No. 56, Lacombe, Alta.	C. B. Dagg	Pending

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

"H"

SYNOPSIS OF SUCCESSFUL CONCILLATIONS

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

1. International Molders and Foundry Workers Union of North America, Local 360, and Perfection Machine Works Ltd., Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlements:-

1. Effective September 1st, 1960, 40-hours shall constitute a regular work week.

2. Effective September 1st, 1960, an increase of Nine (9) cents per hour and effective September 1st, 1961, an additional increase of Nine (9) cents per hour.

The Agreement to be for a term of 2 years.

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and
Dench of Canada Ltd.,
Canadian Frieghtways Ltd.
Pacific Inland Express;
All of Calgary, Alberta.

Conciliation Commissioner - R. J. R. Clement.

The parties agreed to the following settlement:

1. Wages: Warehousemen, Mechanical and Shop employees and short time drivers to receive a 15 cent per hour increase on the

Nov. 1/59	May 1/60	May 1/61
5¢ Per Hr.	5¢ Per Hr.	5¢ Per Hr.

Over-the-road and mail drivers and Helpers - to receive an increase of 3/10 cents per mile on the following basis:-

Nov. 1/59	May 1/60	May 1/61
1/10 cent per mile	1/10 cent per mile	1/10 cent per mile

2. Only employees employed as of November 1st, 1959, and still employed on August 1st, 1960, to receive retroactive pay.

3. A new safety clause setting out requirements of both employees and employer with regard to equipment.

The term of the agreement to be for 2 years.

3. Retail Clerks Union, Local 401 and MacDonalds Consolidated, Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties agreed to the following settlement:-

1. A 30-day clause for all new employers and maintenance of membership as a condition of employment.

2. All present employees to receive a 15¢ per hour increase over a period of 2 years, given three five cent increments.

3. A schedule of rates to be established for persons hired after the signing of the agreement.

The term of the agreement to be for 2 years.

4. International Union of Operating Engineers, Local 955, and certain Members of the Alberta Roadbuilders Association as listed on Appendix "A".

Arthur A. Voice Construction Co. Ltd., Edmonton
Burns & Dutton Concrete & Construction Company Limited, Calgary, Alberta.
Calwin Equipment Rentals Ltd. Calgary,
Crown Paving Company Ltd. - Alberta Concrete Products Ltd., Edmonton,
Evans Construction Co. Ltd., Saskatoon, Saskatchewan,
F. W. Lamb & Sons Ltd., Calgary,
Galleli & Sons Company Ltd., Calgary,
J. A. Moulson Construction Ltd., Forest Lawn, Alta.,
Mannix Co. Ltd., Calgary, Alberta.,
Marwell Construction (Alberta) Limited, Vancouver,
O. K. Construction Ltd. Edmonton,
Poole Engineering (1958) Ltd., Edmonton,
Progressive Construction Co. Ltd., S. Edmonton,
Shaw Construction Co. Ltd., Midnapore, Alta.,
Square M - Coleman, Edmonton,
Standard Gravel & Surfacing of Canada Limited, Calgary, Alberta,
W. C. Wells Construction Co. Ltd., Edmonton,
Whelihan Construction Ltd. Lethbridge,
Pioneer Paving Ltd., Calgary, Alta.

Conciliation Commissioner - J. B. Adams

The parties agreed to the following settlement:-

1. An increase of 10¢ per hour to all classifications effective August 3rd, 1960, and a further 10¢ per hour increase effective April 1st, 1961.

2. Adjustment in Union Security Clause.

The term of the agreement to be for 2 years.

5. Construction and General Labourers Union Local 1111, and Burtex Industries Limited, Calgary, Alberta.

Conciliation Commissioner - R.H.R. Clement.

The parties agreed to the following settlement:-

1. Provision for "Rand Formula" and also maintenance of Membership for current and subsequent members.

2. Rotation of a 5-day, 40-hour week and 6-day - 48-hour week for Block and aggregate plant. Overtime to be paid on basis of work in excess of 9 hours in one day or 88 hours in any two week period.

3. Nine recognized Statutory Holidays, Four paid Statutory Holidays after Ninety days.

4. Two, 10-minute coffee breaks per shift.

5. Effective September 1st, 1960, a 5¢ per hour increase and a further increase effective September 1st, 1961 of 5¢ per hour, except the labour rate which remains at $1.50 per hour-starting rate, after 3 months $1.60 per hour, and $1.65 on and after September 1st, 1961.

The term of the contract to be for 2 years.

6. United Brotherhood of Carpenters and Joiners of America, Local 1779 and 2103 and Northgate Construction (Calgary) Ltd., Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the provisions contained in the agreement with the United Brotherhood of Carpenters and the Calgary General Contractors Association, which was signed on March 3rd, 1959.

7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and Canada Creosoting Co. Ltd., Calgary, Alberta.

Conciliation Commissioner - E. E. Rodwell.

The parties agredd to the following settlement:-

1. 3 weeks vacation after 12 years continuous service.

2. Effective April 1st, 1961, a further increase of 6¢ per hour.

3. Mill rates to be equalized with the Edmonton rate.

4. Additional adjustments to Derrick rates for Sunalta yard only.

5. Adjustments to leave of absence and scope clauses.

The term of the agreement to be for 2 years.

8. United Brotherhood of Carpenters & Joiners of America, Local 2568 and Canada Creosoting Company Limited, Edmonton, Alberta.

Conciliation Commissioner - C. B. Dagg.

The parties have agreed to the following settlement:-

1. Retroactive to May 1st, 1960 an increase of 8¢ per hour across the board; and a further increase of 6¢ per hour effective May 1st, 1961.

2. Three weeks vacation after 12 years service.

3. Shift differentials to be 8 and 10 cents per hour.

The term of the contract to be for 2 years.

9. United Cement, Lime and Gypsum Workers International Union, Local 345 and Gypsum Lime and Alabastine Canada Limited, Calgary, Alta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Retroactive to August 1st, 1960, an increase of 6¢ per hour, a further increase of 6¢ per hour effective August 1st, 1961. A classification increase of 2¢ per hour for Bagger man. 5¢ per hour the leadhand of a crew above the highest pay in the crew.

2. Modification of the existing Statutory Holiday clause to provide for payment for holidays providing an employee has worked during the pay period in which the holiday occurs.

The term of the agreement to be for 2 years.

CONCILIATION BOARD AWARDS

FROM

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

"I"

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Oil, Chemical & Atomic Workers International Union, Local 16-658, and Sidney Roofing & Paper Co. Ltd., Lloydminster, Alberta.

The Conciliation Board appointed by Order-in-Council No. 928/60, dated June 21st, 1960, held meetings in Edmonton with representative of the parties to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. JOHN HARVIE, Chairman.
MR. DAVE GRAHAM, Member representing Local 16-658.
MR. W. S. STANLEY ROSS, Q.C. Member representing the Employer

Appearing before the Board were:-

For the Employer	For the Union
Mr. T. N. Finical.	Mr. N. Reimer.
Mr. W. J. Crawford.	Mr. M. Brost.
Mr. R. G. Robertson.	Mr. D. Gustavson
	Mr. B. Jackson.

The issues in dispute which were referred to the Conciliation Board were the following Articles of the Agreement:-

1. Wages
2. Probationary Rate of Pay
3. Shift Differential
4. Termination

After considering the evidence and the briefs submitted, the majority Members of the Conciliation Board recommend the following:-

1. Wages:-

2½% effective April 1st, 1960.

2. Probationary Rate of Pay:-

An employee with less than three (3) months' service with the Company will receive a probationary rate of ten (10) cents per hour less than the job rate called for in the Exhibit "A" of the Agreement.

3. Shift Differential:-

Second Shift	.07¢ per hour.
Third Shift	.14¢ per hour.

4. Termination:-

Effective dates of the agreement to be from the 1st day of April, 1960, to the 31st day of March, 1961.

The Conciliation Board wishes to express its appreciation to the parties for the manner in which their representations were made.

All of which is respectfully submitted,

JOHN H. ...,
Chairman

W. STANLEY ROSS, Q.C.
Member

D. GRAHAM,
Member.

The Hon. R. Reierson, Minister of Labour,
Government of the Province of Alberta,
Administration Bldg.,
Edmonton.

11th
July
1960

Dear Sir,

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Steelworkers of America Local No. 3345 Edmonton, and the Dominion Bridge Co. Ltd., Edmonton.

The Conciliation Board established to deal with the dispute between the above-named parties under Order in Council 757/60 consisted of,

John Harvie, Chairman.
C. Reimer, Member.
W.S. Ross, Member.

The Board has met and received representation from the parties in dispute.

Appearing for the Company, were Messrs

R.J. Turner
A.J. Smith
E.C.McKeever

Appearing for the Union, were Messrs

M. Fenwick
J. Russell
James Yuskiw
D. Dunphy
Herman Greenling
Ed. Kozak
P. Sheridan
A. Murawesky

After hearing representations made by all parties, the Board has met on several occasions and hereby is making the following recommendations for the settlement of the dispute.

Master Agreement.

The Board recommends that those items which are national in character be dealt with on a national basis. Those collective bargaining matters which are local in character be dealt with on a local basis.

Contract Duration.

The Board recommends that the agreement should run for a two-year period commencing April 15th, 1960.

Wages.

(a) Effective April 15th, 1960. 4¢ across the board.
(b) Effective as of the date of signing the agreement the present 5¢ increment be increased to 5½¢.
(c) Effective October 15th, 1960 a further 4¢ per hour general wage increase.
(d) Effective April 15th, 1961, a 4¢ per hour general wage increase.

This would make the base rate, $1.72 per hour (Job Class I).

(e) Effective October 15th, 1961, the 5½¢ increment be increased to 6¢.

Culvert Shop

The Board recommends that the Culvert Shop employees be covered by the same agreement as other employees of Dominion Bridge.

There was not sufficient evidence presented to the Board in order to have them properly appraise the Cooperative Wage Study. Therefore this aspect of the issue must be settled by the parties to the agreement.

Regardless of the eventual agreement, we recommend that the Culvert Shop employees receive the same total cents per hour increase referred to in the previous section.

Welfare plans; Pension plans; Supplemental Unemployment Benefit plan.

The Board finds that these are bargainable issues. The Board makes no specific findings with respect to any individual plan but does recommend that they be referred to the parties for negotiation at the national level and that the negotiated plan be effective one year from the date of the signing of this agreement.

Vacations.

Two weeks with pay after one year of service
Three weeks with pay after fifteen years of service
Four weeks with pay after twenty-five years of service

Statutory Holidays.

The Union requested that Boxing Day be recognized as a Statutory Holiday. The Board recommends that Boxing Day be added as a Statutory Holiday to the present recognized days and that it be paid for on a similar basis as presently in effect.

Union Security.

The Board recommends that the present agreement be altered to contain a provision whereby all employees employed by the Company and covered by the collective agreement must pay the equivalent of regular monthly Union dues to the Union as a condition of employment.

There were other issues such as shift premiums, bereavement pay, and other minor changes in the agreement referred to the Board for recommendation. The Board feels that none of these items really constitutes a bar to settlement and therefore makes no award in these matters. There is no doubt in our minds that the parties can settle these issues if the principal items referred to above are agreed upon.

The Board wishes to thank all parties for their cooperation and the excellent representations that were made.

.....Chairman
John Harvie

.....Member
C. Reimer

July 12th, 1960.

The Honourable R. Reierson,
Minister of Labour,
Government of the Province of Alberta,
Administration Building,
Edmonton, Alberta.

Dear Sir:

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Steelworkers of America, Local No. 3345, Edmonton, and The Dominion Bridge Co. Ltd. Edmonton.

The Conciliation Board established to deal with the dispute between the above-named parties under Order in Council 757/60 consisted of:

John Harvie, Chairman.
C. Reimer, Member.
W. S. Ross, Member.

The Board having met on several occasions and two of the Members having submitted a majority report, the within minority report is herewith submitted.

MASTER AGREEMENT:

The Union having asked for a direction that negotiations be carried on a national basis and the Company having objected to such a procedure, it must be kept in mind that the Alberta Labour Act requires certification on a local basis and further compels Management to appoint a local official with authority to bargain and execute an agreement; and in the face of this legislative policy within the Province of Alberta it would be manifestly contrary to the intent of Alberta Labour legislation to require any Union or any Company to negotiate on a national basis. While, if both parties mutually agree on the principle of national negotiations there can be no legal objection, - there is no authority for directing any party to do so against their express wishes.

CONTRACT DURATION

I agree with the majority report that the agreement should run for a two-year period commencing April 15th, 1960.

WAGES:

In the light of the Company's statement that its present wage rates in the Foundry are .30 cents an hour higher than its local competitor, that the wage costs in the Culvert Shop are at present so high that it has been unable to compete in bids in the Province of Alberta, and that its general wage rates are as high or higher than the competitors' against whom it must bid in this area, and that as a result of the existing wage conditions the Company has found it necessary to lay off men holding up to six years seniority, the callousness of the Union in admitting the situation and yet demanding further wage hikes that would hamstring the Company's ability to compete for business and would result in further men being thrown out of work, is shocking. If the Union could have shown that the Company's wage rates were less than its competitors', or if it could have shown that the Company was enjoying a healthy volume of business, there might have been some justification for asking for some adjustment. However, with two exceptions, no evidence was presented justifying any wage increase whatever; the two exceptions are: (a) that the differential between categories is less than paid by a number of the Company's other plants, and (b) that a wage increase of .04 cents will become effective on September 1st, in the plant of one

of the Company's main local competitor. Because of these two facts it is recommended:

(a) Effective September 1st, there will be a wage increase of .04 cents, applicable to the Company's operations but excluding the Foundry and Culvert Shop which for the reasons set out above should have no increase.

(b) Effective January 1st, 1961, the differential be increased to . 05½ cents.

(c) Effective April 15th, 1961, a .02 cents per hour general wage increase,

(d) effective October 15th, 1961, a .03 cents per hour general wage increase.

WELFARE PLANS; PENSION PLANS; SUPPLEMENTARY UNEMPLOYMENT BENEFIT PLAN.

It was brought out during the hearing that the Company already provides a comprehensive welfare and pension plan and is making a study as to future improvements, and in view of the depressed conditions in the Company's business it is recommended that no change be made in these plans. With regard to "Supplemental Unemployment Benefit Plan", inasmuch as this is an American idea and not applicable to Canada because of the National Unemployment Insurance, that no provision be provided for it.

VACATIONS:

In view of the evidence undisputed by the Union that the Company is already providing better vacations than any of its local competitors, it is recommended that no change be made.

STATUTORY HOLIDAYS:

It is recommended that no change be made.

UNION SECURITY:

In view of the undisputed statements that no difficulties have arisen between the Union and the Company no reason was advanced for providing for Union Security save that it would provide financial assistance to the Union at the expense of the Employees, and consequently I cannot agree that any change be made.

It was evident throughout the hearing that the Union requests were activated solely by a desire to further the overall aspirations of the National Union without any regard for the stability of employment and general welfare of the local Employees it purported to represent.

I wish to join with the majority of the Board in expressing my thanks to all parties for the detailed information and the excellent representations made.

(Signed) - W. STANLEY ROSS.

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators, Local 302, Calgary, and Famous Players Canadian Corporation (Palace Theatre & Capitol Theatre) Calgary, and Barron Enterprises (Grand & Uptown Theatres)Calgary, Alberta.

TO THE HONOURABLE THE MINISTER OF LABOUR IN AND FOR THE PROVINCE OF ALBERTA.

DECISION OF THE CONCILIATION BOARD APPOINTED PURSUANT TO ORDER-IN-COUNCIL NO. 1123/60 RELATING TO MATTERS IN DISPUTE BETWEEN THE ABOVE PARTIES.

The Conciliation Board reports its unanimous recommendations as follows:-

1. WAGES - That an agreement for a two year period be entered into from the 15th of March, 1960 until the 14th of March, 1962 and that for the period from the 15th of March, 1960, until the 14th of March, 1961 a weekly salary of $103.00 per man per week of six shifts (33 hours) be paid; and that for the period from March 15th, 1961 to and including March 14th, 1962 a weekly salary of $105.00 per man per week of six shifts (33 hours) be paid.

2. WORKING HOURS - That regular operating hours shall be any eleven hour period between 12:00 o'clock noon and 12:00 o'clock midnight. It shall be the responsibility of the management to post in the projection room written notice of any change of starting time at least twenty-four hours in advance.

3. WELFARE FUND - That the amount of $0.70 per week for each projectionist shall be contributed by the employer to the welfare fund of the union for the purchase of sickness and accident insurance.

4. STATUTORY HOLIDAYS - That no increase in salaries be granted for work on statutory holidays.

5. HOLIDAYS - That a vacation of three weeks be granted after fifteen years of continuous service with the same employer.

6. RE-OPENING CLAUSE - That there be no clause providing for re-negotiation of any part of the contract before its expiration.

7. THE PROJECTION OF 70 mm FILM - That there be no increase in remuneration to projectionists for projecting 70 mm film.

ALL OF WHICH IS RESPECTFULLY SUBMITTED.

DATED at the City of Calgary in the Province of Alberta this 28th day of July A. D. 1960.

(Signed) Ivan C. Robison, Chairman.

(Signed) Frank Bodie

(Signed) William A. McGillivray.

Mr. Ray Reierson,
Minister of Labour,
Government of Alberta,
Edmonton, Alberta.

Sir:

IN THE MATTER OF a Conciliation Board established under the Alberta Labour Act to deal with the dispute between the United Steelworkers of America, Local 5044, Calgary, and the Dominion Bridge Company Limited, Calgary, Alberta, the Conciliation Board established under Order in Council 929-60 consisting of the undersigned as Chairman; Company nominee H. Wilton-Clark; and the Union nominee C. Reimer; have met and are hereby submitting an award in the matter referred to us.

1. Master Agreement This Board recognizes that there are certain aspects of collective bargaining that are national in character and certain aspects that are local in nature. Therefore we recommend that the Union and the Company bargain those things that are national in nature on a national basis and those that are local in nature on a local basis. We are certain that if this principle is accepted the Company and the Union will have no problem in listing their own terms of reference.

2. Contract Duration The Board recommends that the contract run for two years from June 21, 1960.

3. Statutory Holidays The Board recommends that there be Boxing Day added to the existing Statutory Holidays and that it be paid for on the same basis as those holidays already in effect. It is our opinion that this amounts to a cost factor of three-quaters of a cent per hour.

4. Shift Premium During the Board proceedings the parties making representation advised us that there were certain categories of the dispute, such as bereavement pay, that the parties could resolve themselves. We are of the opinion that the Shift Premium request falls in this category as well and that it will in no way be a bar to settlement if the other issues in the dispute are resolved between the parties.

5. Vacations This Board of Conciliation recommends that vacations be paid for on the following basis:--

Two weeks after one year of service.
Three weeks after fifteen years of service, and
Four weeks after twenty-five years of service.

6. Union Security The Board is of the opinion that all employees who come within the scope of the Collective Agreement and under the jurisdiction of the Union should pay Union Dues, therefore there should be written in to the Agreement a condition whereby all employees should pay the regular Union Dues to the bargaining agent.

7. Welfare, Pension Plans, and Supplemental Unemployment Benefit Plan. The Board is of the opinion that these matter should be dealt with on a national basis and that the Company and Union should bargain these issues through the

establishment of national committee representing all bargaining units and branches of the company. It is obvious that any such negotiations would be time consuming and that therefore the initial agreement reached on this subject matter should be in the way of an appendix to the existing Agreement when such Agreement is reached.

8. Wages: This Board recommends that the parties to the collective agreement adopt the following wage recommendation:-

Effective June 21, 1960, a four cents per hour general increase. This would make the base rate $1.64.

Effective November 1, 1960, the increment be increased from five cents an hour to five and one-half cents an hour.

Effective May 1, 1961, a general seven cents an hour wage increase. This would make the base rate $1.71 an hour.

Effective November 1, 1961, that the increment be increased from five and one-half cents to six cents.

9. Contractual Language: There was not sufficient evidence submitted to the Board to deal with changes in the contract language and this matter was not referred to us under the Order-in-Council, therefore the Board makes no recommendation.

10. Bereavement Pay, Day Shift for Executive Officers, Lunch Periods: The Board was advised during the hearing that they need not concern themselves with these items listed in the Order-In-Council because they were of the opinion that the Company and the Union could resolve these matters between themselves, therefore there is no recommendation on these subject matters.

The Board wishes to thank the Union and the Company for the very substantial and detailed submissions made to them and the co-operative spirit in which the Board members to agree in every item in dispute.

All of which is respectfully submitted,

(Signed)
Gordon S. Houghton, Chairman.

(Signed)
C. Reimer, Union Nominee

3220 - 1st Street, S. W.,
Calgary, Alberta,
July 12, 1960.

The Hon. R. Reierson, Minister,
Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Steelworkers of America, Local 5044, Calgary, and the Dominion Bridge Company Limited, Calgary, Alberta.

This report which is transmitted to you through Mr. Gordon S. Houghton, 710 - 7th Avenue, S. W., Calgary is a miniority award.

As a member of the Conciliation Board appointed under O. C. 929-60, June 21st, 1960, I report that the Board met with representatives of the parties to the dispute on July 7, 1960, and subsequently the members of the Board have conferred.

My opinion is as follows with regard to items in dispute between the Dominion Bridge Company Limited, Calgary Branch, and the United Steelworkers of America, Local 5044, Calgary:

1. Master Agreement: The Agreement should be confined entirely between the Dominion Bridge Company Limited, Calgary Branch and the United Steelworkers of America, Local 5044, Calgary, except for the one item of pension plan which it appears desirable to conduct on a Company-wide basis.

2. Contract Duration: I recommend that the contract run for two years from June 21, 1960.

3. Statutory Holidays: It is recommended that Boxing Day be made a Statutory Holiday on the same terms as other Statutory Holidays in the Agreement which expired May 1, 1960.

4. Shift Premium: During the Board proceedings, the parties making representation advised us that there were certain categories of the dispute, such as bereavement pay, that the parties could resolve themselves. We are of the opinion that the Shift Premium request falls in this category as well as that it will in no way be a bar to settlement if the other issues in the dispute are resolved between the parties.

5. Vacations: I recommend that vacations be paid on the following basis:-

(a) Two weeks after one year of service.

(b) Three weeks after 15 years of service.

6. Union Security: Definitely no changes from the terms of the contract which expired May 1, 1960.

7. Pension Plans, Welfare and Supplemental Unemployment Benefit Plans: It is recommended that the present pension plan be continued without change. Any negotiation to the welfare plan should be a matter for consideration and negotiation between the Dominion Bridge Company Limited, Calgary Branch and the United Steelworkers of America, Local 5044, Calgary.

8. Wages: I recommend that the parties to the collective agreement adopt the following wage rates:

Effective October 21, 1960 - a 4¢ per hour general increase. This would make the base rate $1.64 per hour. The increment under the Co-operative Wage Study between Job Classifications would be 5¢ per hour.

Effective June 21, 1961 - the increment would be increased to 5½¢ per hour; the base rate remaining at $1.64 per hour.

Effective December 21, 1961 - the base rate would be increased to $1.68 per hour - the increment remaining at 5½¢ per hour.

9. Contractural Language: There was not sufficient evidence submitted to the Board to deal with changes in the contract language and this matter was not referred to us under the Order in Council, therefore the Board makes no recommendation.

10. Bereavement Pay, Day Shift for Executive Officers, Lunch Periods: The Board was advised during the hearings that they need not concern themselves with these items listed in the Order in Council because they were of the opinion that the Company and the Union could resolve these matters between themselves; therefore there is no recommendation on these subject matters.

Respectfully submitted,

(Signed) H. Wiltom-Clark, Board Member.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Brotherhood of Carpenters and Joiners of America, Local Union No. 2410, and certain contractors as listed on Appendix "A" attached to the Order-in-Council No. 1180/60, Red Deer, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1180/60, dated August 9th, 1960, held meetings in Red Deer, Alberta, with representatives of the parties to the dispute and considered the evidence and representations made by the said parties.

The Members of the Conciliation Board were:-

MR. A. ALLAN, Chairman.
MR. G. M. HAYHOE, Member representing the employers.
MR. E. H. STARK, Member representing the Union.

Appearing before the Board were:-

FOR THE EMPLOYERS	FOR THE UNION
Mr. John Halls.	Mr. R. Dancer.
Mr. A. Ahlstrom.	Mr. J. McNeil.
Mr. W. Sandquist.	Mr. A. Bourne.
Mr. R. Templeton.	
Mr. D. J. MacKay.	

The issues in dispute which were referred to the Conciliation Board unanimously makes the following recommendations:-

Term of Contract

From April 1st, 1960, to March 31st, 1962.

Wages:

An increase of .10¢ (ten cents) per hour from the date of signing and a further .05¢ (five cents) per hour on April 1st, 1961.

Union Security:

No change with the exception of Section (d) to read as follows:-

"(d) A carpenter with more than five consecutive years of employment with the same contractor on or before the effective date of this agreement, will not be required to become a member of the Union but shall pay dues to the Union under the Rand Formula at the same rate as Union members. These dues to be collected by the contractor and forwarded to the Union during the first week of every month."

Scope and the Related Question of Travel and Board:

No change.

The Conciliation Board wishes to express its appreciation to the parties for the manner in which their representations were made.

All of which is respectfully submitted.

(Signed)
A. Allan, Chairman
Conciliation Board.

(Signed)
G. M. Hayhoe, Member.
Conciliation Board.

(Signed)
E. H. Stark, Member,
Conciliation Board.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

MAJORITY AWARD

IN THE MATTER OF The Alberta Labour Act and a dispute between the Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, and Beckman Painting Ltd., Decorcraft Painters & Decorators, J. Mason & Sons Ltd., The Cameron Co.Ltd., Keeler Painting & Decorating Co. Ltd., and Wilson Decorators Ltd., all of Edmonton, Alberta.

The Conciliation Board appointed by Order-In-Council No. 1179/60 dated Tuesday, August 9th, 1960, held meetings in Edmonton, Alberta, with representatives of the parties to the dispute and considered the evidence and representations made by the said parties.

The Members of the Conciliation Board were:-

MR. A. DUBENSKY, Chairman.
MR. A. J. HALLS, Member representing the Employers.
MR. STEPHEN SENIO, Member representing the Union.

The issues in dispute which were referred to the Conciliation Board were the following clauses of the Agreement:-

1. Wages.

2. Union Security.

3. Duration of Agreement.

The Conciliation Board met on several occasions and concerned themselves to a great extent with the problems confronting the Edmonton Master Painters Association and the Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016. It was fully appreciated by all Members of the Conciliation Board that the present situation between the parties was in a chaotic state of affairs. Many suggestions were put forth by the Members of the Conciliation Board which, in their opinion, would be a step in the right direction to rectify the existing problems.

AWARD

It is the decision of the Majority Members of the Conciliation Board that the present agreement remain in effect for one year dated from April 1st, 1960 to March 31st, 1961.

All Members of the Conciliation Board fully agree that no increase in wages should be granted at this time and that all efforts should be put forth between the two parties to solve their problems.

In conclusion, it is the majority view of the Conciliation Board that no changes should be made in the present agreement.

COMMENTS

All Members of the Conciliation Board were unanimous in the view that a Committee should be set up consisting of an equal number of members from each group which would meet regularly and endeavour to bring about much needed changes in the present arrangement.

It is also the recommendation of the Conciliation Board that if there is any indication that additional members from the Edmonton Master Painters Association express a willingness to become signatories to an Agreement with the Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, the present parties to the said agreement should give serious consideration to preparing a new agreement which would encompass and include these additional signatories.

All of which is respectfully submitted,

(Signed)
A. DUBENSKY, Chairman,
Conciliation Board.

(Signed)
STEPHEN SENIO, Member,
Conciliation Board.

DATED at Edmonton, Alberta,
this 6th day of September, 1960.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a dispute between the Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, and Beckman Painting Ltd., Decorcraft Painters & Decorators, J. Mason & Sons Ltd., The Cameron Co. Ltd., Keeler Painting & Decorating Co. Ltd., and Wilson Decorators Ltd., all of Edmonton, Alberta.

The issues in dispute which were referred to the Conciliation Board were as follows:-

1. Wages.
2. Union Security.
3. Duration of Agreement.

I concur with the Majority Award of the Conciliation Board with respect to Item 2, Union Security and Item 3, Duration of Agreement.

With respect to Item 1 - Wages, my recommendation is as follows:-

"$2.00 per hour from September 1st, 1960, to August 31st, 1961; $2.20 per hour from September 1st, 1961, to March 31st, 1962."

DATED at Edmonton, Alberta, this 6th day of September, 1960.

ALL of which is respectfully submitted.

(Signed) J. H. Halls, Member,
Conciliation Board.

TO:

The Honourable R. Reierson,
Minister of Labour,
Department of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Glass and Ceramic Workers of North America, Local 201, and Dominion Glass Company Limited, Redcliff, Alberta.

The Conciliation Board established under Order-in-Council No. 1018/60 dated Tuesday, July 5th, 1960, met with representatives of the parties to the dispute and considered the representations made by the said parties.

The Conciliation Board Members were :-

MR. JOHN HARVIE, Chairman.
MR. W. STANLEY ROSS, Q.C. Member representing the Employer.
MR. F. C. BODIE, Member representing the Union.

Those present were:-

For the Employer:

Mr. W. J. Sellhorn, Manager.
Mr. J. M. Pritchard.
Mr. G. J. Congdon.

Mr. Oliver Hodges, Pres. District Six.
Mr. Lewis E. Toole, Int. Rep.,
Mr. H. O. Anderson.
Mr. Louis Goodine.
Mr. Henry Flug
Mrs. J. Moors.
Mrs. O. V. Skidmore.
Mr. Fred Glass
Mr. James Skidmore.
Mr. Dick Owston.

The issues referred to the Conciliation Board were:-

1. Article 5 - Union Security
2. Article 6 - Seniority
3. Article 7 - Grievance Procedure.
4. Vacations with Pay
5. Article 13 - Hours of Work
6. Article 14 - Holidays
7. Article 15 - General
8. Article 16 - Wages
9. Incentive Bonus.
10. Term of Agreement.

After considering the briefs submitted and the representations made by the parties to the dispute, the Conciliation Board unanimously makes the following recommendations:-

Article 5 - Union Security —— The Conciliation Board unanimously concurs in the following Union Security Clause as contained in the Montreal agreement.

1. Article 5 - Union Security.

No employee shall, as a condition of employment or otherwise, be obliged to become member of the Union. It is understood, however, that as a condition of their continued employment with the Company, employees who are members in good standing of the Union on the execution date of this Agreement, shall so remain for the duration of this Agreement. The same applies to employees who become members of the Union during the life of this Agreement.

The Company will continue to deduct from the weekly pay of those employees who, prior to this date, had signed an authorization to that effect which they have not revoked on/or before the execution date of this Agreement, their Union dues amounting to 1% of their gross earnings. Likewise, upon receipt, after this date, of an authorization signed by an employee member of the Union on a form agreeable to the Company, the Company will make the deduction of his Union dues in the manner and for the amount herein provided. It is understood that once an employee has completed his probationary period, he must, as a condition of his continous employment with the Company, sign a form authorizing the Company to deduct from his pay, in the manner herein indicated, an amount of money equivalent to Union dues.

The Money collected under the provisions of preceding paragraph shall be remitted to the Union by a monthly cheque made payable to the Financial Secretary of Local 206.

Between the 60th and the 30th day preceding the expiration date of this Agreement, an employee may resign from the Union by giving written notice to the Union and supplying copy thereof to the Company. Likewise, within the same period, an employee may cancel the authorization referred to above, by giving written notice to the Company, in which case Local 201 shall be advised thereof in writing. The resignations and dues cancellations herein referred to shall be effective on the expiration date of this Agreement.

2. Article 6 - Seniority.

Execept as to temporary lay-offs of one normal work week or less, when the Company had decided that circumstances require a reduction of the working force, the following procedure shall apply:-

6.09 (d) General Notice of lay off shall be posted, and individual notices shall be given to each employee affected at least three (3) days in advance of the effective date of the lay off.

6.11 When recalling employees to work after a lay off they shall be called back in the reverse order to that in which they have been laid off, provided that the employees so recalled are available and are competent to perform the work required.

6.12 (d) Following a lay off, after being notified by the Company to return to work at his last address in the company's records, fails to return to work within five (5) days calendar days thereafter and fails to report within five (5) calendar days after receiving his notification to return to work without advising the Company's Personnel Department, and giving reasonable cause for such failure. A copy of the notification to the employee shall be given to the Local President, in the case of a dispute, without delay.

3. Article 7 - Grievance Procedure.

7.06 The Local Union President, and/or Zone Committeeman of the Zone concerned, may enter the Plant at any time in connection with the settlement of Grievances, after obtaining permission of Management.

4. Vacations With Pay.

Employees with less than one (1) year employment, or less than 225 days of actual work in a period of one year from the Employees date of employment be paid and in addition to all other amounts due him, two per cent (2%) of his gross earnings for such year.

Vacation privileges shall be pro rated for employees with less than one year employment, according to the amou nt of vacation pay due then.

Following the anniversary date of an employee's first year of employment, the employee shall be entitled to one week vacation with pay at two per cent (2%) of the employee's gross earnings during the year preceding the anniversary date, or regular pay for one normal week of forty-two (42) hours or of one normal week of forty (40) hours, as the case may be. The Employees vacation pay shall be the greater of either the percentage of gross earnings based on the year previous to the anniversary date, or the Employees regular weekly pay, over the vacation period.

Following the anniversary date of an employee's fifteenth (15th) year of employment, the Employee shall be entitled to three (3) weeks vacation with pay at six per cent (6%) of the employee's gross earnings during the year preceding the anniversary date, or regular pay for three (3) normal weeks totaling 126 hours or for three (3) normal weeks totaling 120 hours, as the case may be. The Employee's Vacation Pay shall be the greater of either the precentage of gross earnings based on the year previous to the anniversary date, or the employee's regular weekly pay, wover the vacation period.

Following the anniversary date of an employee's twenty-fifth year of employment, the Employee shall be entitled to four (4) weeks vacation with pay at eight per cent (8%) of the employees' gross earnings during the year preceding the anniversary date, or regular pay for four (4) normal weeks totaling 168 hours or for four (4) normals weeks totaling 160 hours, as the case may be. The Employee's Vacation Pay shall be the greater of either the percentage of gross earnings based on the year previous to the anniversary date, or the Employee's regular weekly pay, over the vacation period.

8.02 Vacation Pay due laid off employees shall be paid to the Employee on written demand at the time of lay off. Otherwise vacation pay shall be paid when the vacation is taken. Employees that are terminated (not laid off) shall be paid Vacation Pay due at the time of termination of employment provided the Department of Labour and the Vacation Pay Regulations permit vacations due laid off employees.

8.03 All deductions normally made from an employee's regular pay, shall be deducted from the Employee's Vacation Pay.

8.04 Every Employee eligible for a vacation shall be notified of his vacation period as far as possible in advance, and shall receive his vacation pay preceding such period.

5. Article 13 - Hours of Work.

13.01 Normally scheduled hours of work shall be on the basis of forty-two (42) hours per week average, except for non-continuous shift workers, who shall be scheduled on the basis of forty (40) hours per week, Monday through Friday, where possible and practical.

13.10 Time and one-half will be paid for all time worked on Sundays, except that any time worked beyond eight (8) hours will be paid for at double time.

13.111 An employee calle d in for work outside of his regular working hours shall be paid for not less than two (2) hours, at the rate of time and one-half.

6. Article 14 - Holidays.

14.03 (b) · Payment will be made in the case of any employee who would not normally be scheduled to work on the day on which the holiday falls, as though the employee had been normally scheduled to work.

7. Article 15 - General

15.03 The Company agrees to administer for its employees a Medical and Hospital Insurance Plan chosen by the employees and approved by the Company.

15.04 For those employees who subscribe to the above mentioned plan the Company agrees to contribute an amount of one dollar and forty-six cents ($1.46) per month for single employees, and two dollars and ninty-three cents ($2.93) per month for those married employees who insure themselves and their dependents towards the premium of the above mentioned plan.

It is recommended that a committee, consisting of representatives of management and union be set up to investigate suitable insurance plans and cost to both Management and employees participation.

15.05 There shall be a ten (10) minute rest period in the first half of each shift, a twenty minute period for lunch and a ten (10) minute rest period in the afternoon for all employees on continuous shifts.

15.06 Forming Department Operators or others whose job requires gloves shall be supplied by the company without cost to the employees three pairs of gloves per week but each employee shall turn in his previous gloves upon receipt of a new issue.

15.07 An employee shall be compensated at his base rate for a period of not more than three (3) days of eight (8) hours each, for absence due to death in the immediate family, viz; mother, father, husband, wife or child, brother or sister.

15.10 On request by an employee the company shall supply the employee with a job description of his job or any job posted for which he wishes to bid.

8. Article 16 - Wages.

16.01 There will be a general increase of eight (.08¢) cents per hour to all employees, effective from March 1st, 1960, to February 28th, 1961, and there will be a further increase of four (.04¢) cents per hour effective March 1st, 1961, to February 28th, 1962.

16.04 Effective March 1st, 1960, and for the term of this contract, shift differential at the rate of six (.06¢) cents for the afternoon shift and eight (.08¢) cents for the night shift will be paid.

9. Incentive Bonus.

No change.

10. Term of Agreement.

This agreement shall be effective and binding upon both parties hereto from the 1st day of March, 1960, to the 28th day of February, 1962.

All of which is respectfully submitted,

(Signed)
JOHN HARVIE, Chairman,
Conciliation Board.

(Signed)
W. STANLEY ROSS, Q.C.
Member, Conciliation Board.

(Signed)
F. C. BODIE,
Member, Conciliation Board.

DATED at Edmonton, Alberta,

this 6th day of September, 1960.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

MAJORITY AWARD

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Hod Carriers, Building & Common Labourers Union Local 92, Edmonton, and Industrial Leaseholds Construction Ltd., Leduc, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1294/60 dated September 7th, 1960, held meetings in Edmonton, Alberta, with representatives of the parties to the dispute and considered the evidence and representations made by the said parties.

The Members of the Conciliation Board were:-

MR. A. DUBENSKY, Chairman.
MR. A. O. ACKROYD, Member representing the Employer.
MR. STEPHEN SENIO, Member representing the Union.

The Conciliation Board had under consideration Clause 4 (e) and the entire Clause 7 of the Agreement between the International Hod Carriers, Building and Common Labourers' Union of America, Local 92 and the General Contractors' Section of the Edmonton Builders' Exchange.

It is the majority decision of the Conciliation Board that in so far as Clause 4 (e) is concerned that the employer shall employ at least 50% of his labour force directly from Local 92 and the remaining 50% he may employ locally.

It is further the majority decision of the Conciliation Board that the 50% of the employees hired locally shall make application for membership in the union within fifteen days of commencement of employment.

It is also the majority decision of the Conciliation Board that in the event that the union is unable to supply competent men within 48 hours, exclusive of Sundays and holidays, the Employer may engage new men direct on the understanding that they shall make application for membership in the Union within thirty days of commencement of employment. It shall not be the responsibility of the Employer to induce non-members to join the Union.

With respect to Clause 7, Travel Time, it was the majority decision of the Conciliation Board that the 50% of the men hired from Local 92, for work to be done within the 30 mile radius of the City of Edmonton shall be paid travel time at the rate of $1\frac{1}{2}$ minutes per mile per day for the actual distance travelled from the terminal to the job and return.

It is the majority decision of the Conciliation Board that the employer may hire locally on any project beyond the 30 mile limit providing that such employee makes application to join the Union within 30 days of commencement of employment.

It is the majority decision of the Conciliation Board that the term "locally" shall be construed to mean - a person who is resident in the area and either he or his parents are taxpayers in the area.

DATED at Edmonton, Alberta, this 16th day of September, 1960.

All of which is respectfully submitted.

(Signed)- A. DUBENSKY, Chairman,
Conciliation Board.

(Signed)- STEPHEN SENIO, Member,
Conciliation Board.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

MAJORITY AWARD

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton, and Industrial Leaseholds Construction Ltd., Leduc, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1232/60 dated August 16th, 1960, held meetings in Edmonton, Alberta, with representatives of the parties to the dispute and considered the evidence and representations made by the said parties.

The Members of the Conciliation Board were:-

MR. A. DUBENSKY, Chairman.
MR. A.O. ACKROYD, Member representing the Employer.
MR. STEPHEN SENIO, Member representing the Union.

The Conciliation Board had under consideration Clause 4(e) and the entire Clause 7 of the Agreement between the United Brotherhood of Carpenters and Joiners of America, Local No. 1325 and The General Contractors' Section of The Edmonton Builders' Exchange.

It is the majority decision of the Conciliation Board that the present Clause 4(e) remain unchanged, and that Clause 7 with respect to travel time shall also remain unchanged.

It is the majority decision of the Conciliation Board that on any project beyond the 30 mile radius, the employer may hire qualified men providing that these employees make application to join the Union within 30 days from the date of commencement of their employment.

It is the majority decision of the Conciliation Board that the term "qualified" shall mean a person who is a holder of a Provincial Government Certificate.

DATED at Edmonton, Alberta, this 16th day of September, 1960.

All of which is respectfully submitted,

(Signed)- A. DUBENSKY, Chairman,
Conciliation Board.

(Signed)- STEPHEN SENIO, Member,
Conciliation Board.

September 20, 1960.

Our File ED/8041-A.

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Dear Mr. Minister:

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton, and Industrial Leaseholds Construction Ltd., Leduc, Alberta, and

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Hod Carriers, Building & Common Labourers Union Local 92, Edmonton, and Industrial Leaseholds Construction Ltd., Leduc, Alberta.

A report on the above dispute, in the nature of a Majority Award has been submitted to your Department by Mr. A. Dubensky, Chairman, and Mr. Stephen Senio, Member, of a Conciliation Board appointed to deal with the above noted disputes.

As a Member of the Board, I regret to advise that I am unable to concur in the recommendations of the Chairman and the other Member. I feel, however, that I should submit a report in view of what I consider to be some very important issues that were placed before this Conciliation Board for their consideration.

The Company in this dispute was certified by Local Union 1325, Carpenters and Joiners of America, Edmonton; and by Local 92, Labourers Union, Edmonton, during this year and the Company was requested to sign the local Edmonton Builders' Exchange Agreement which had been negotiated by the two above named Unions with the Edmonton Builders' Exchange. The Company in this case is not a member of the Edmonton Builders' Exchange. The recommendation of the Conciliation Commissioner appointed to assist in settling the dispute was that the Company sign the local Edmonton Builders' Exchange Agreement. During hearings of this Conciliation Board, both Unions urged the Board to make a recommendations that the Company sign the same Agreement as that held by the Unions with the Edmonton Builders' Exchange.

At the outset I should like to point out a provision in both the Labourers' Agreement and the Carpenters' Agreement presently in existence with the Builders' Exchange, namely: "no construction agreement different than the existing agreement shall be signed by the Union with any other contractor within the scope of this agreement."

The above noted clause exemplifies the monopolistic tenor of the Agreements submitted by both Unions and indicates the monopolistic relationship generally existing between the Craft Unions situated in Edmonton and the General Contractors Section of the Edmonton Builders' Exchange.

The effect of this clause is to preclude the Union from bargaining in good faith with any employer in that the bargaining agent is incapable of offering but one standard agreement. It further precludes the bargaining agent from accepting instructions from the unit of employees he represents which may differ from the terms of the Exchange Agreement, terms which may be fair and equitable having regard to the particular nature or circumstances of the employers' work in the construction field.

It is this Member's submission that the complete relationship between the Exchange and the Craft Unions which deal with the Exchange should be investigated.

It is this Member's submission that the Majority Report finalized by the Chairman and Mr. Senio. failed to take into account that they were dealing with a dispute involving only one employer and the unit of employees employed by him. Information was furnished to the Board by the Employer, which was not challenged by the Union, that in each case 50% of his carpenters and labourers were hired from towns and urban areas outside of the corporate bounds of the City of Edmonton, namely from the following locations: Beverly, Leduc, Millet, Wetaskiwin, Thorsby, Calmar, Rollyview, Warburg, and Glen Park. The provisions of the Edmonton Builders' Exchange Agreement purport to deal and to cover a complete area within a thirty mile radius of the Main Post Office in the City of Edmonton. Both Agreements require the hiring of Union members and both offices of the Union are located in the downtown Edmonton area. Both Agreements require that the employer provide transportation within the area(30 miles around the City of Edmonton), from the nearest terminal of the Transit System to the job site and shall pay 1-1/2 minutes per mile per day for the total distance travelled. If the employee provides his own transportation he is to be compensated therefor by agreement between the employer and the Union.

Let us examine the extremeties of the present thirty mile radius:

1. Leduc and Nisku: This is presently a thriving community, and with the advent of the airport and related industries, it should develop into a thriving, self-sustained, industrial unit.

2. Fort Saskatchewan: This is already a substantial town in which industry has developed and will possibly continue to develop and without question is a self-sustained, economic and industrial unit.

3. Jasper Place and Beverly: Little question exists as to the availability of a skilled and unskilled labour market in these areas.

4. Devon, St. Albert, Stony Plain: In each case local tradesmen and unskilled labour is doubtless available.

In the present case the job at Nisku, as closely as can be determined, is at least twenty miles from the terminal of the Edmonton Transit System on the South Side. At 1-1/2 minutes per mile each day to and from the job, an employee will receive equivalent to one hour's pay as travel time. In other words, on a normal eight hour day for employees hired from the Edmonton local, an employer is required to pay nine hours pay or, to put it another way, labour costs on construction projects in the fringe area of the thirty mile limit are increased by approximately 12-1/2%.

Both Agreements provide that for work beyond the thirty mile limit all transportation is paid, room and board, return travel, etc., etc. The Union questioned during the proceedings as to whether project agreements required to be negotiated for work beyond the thirty mile limit ever differed substantially from the Builders' Exchange Agreement and it was admitted that almost without exception the same terms and conditions applied.

The effect of extending the Local Edmonton Agreement to other areas within the area jurisdiction of the Union has two very serious results insofar as the labour welfare and economic welfare of the Province is concerned.

1. It will ultimately provide that Edmonton will become the hiring pool for all construction work of the nature contemplated by the Builders' Exchange Agreement for any work performed in Northern Alberta and accordingly unnecessary increased costs for travel time, room and board, will be added to these projects since the contractor or employer is precluded from initially hiring local skilled and unskilled labour unless such labourer is a member of the Union.

2. The pool of skilled and unskilled, unemployed, will gravitate to and center in the City of Edmonton, creating an attendant social and welfare problem.

The gravitation toward this type of hiring arrangement has been encouraged by three conditions:-

1. The tendancy of the Builders' Exchange members to monopolize the availability of skilled help.

2. The reluctance of the Union to extend its organizational activities at its own expense beyond the City areas.

3. The present practice of The Board of Industrial Relations to grant blanket certifications on a Province-wide basis.

It is apparently the policy of the Board that certification once granted is available to the bargaining agent for the total area of jurisdiction given that Union or bargaining agent by the International Union in Washington. This encourages the Union to merely center its activities in one area and establish and bargain for hiring hall procedures. The effect of such certifications will tend to concentrate the labour force in Edmonton and Calgary and perpetrate a situation where the local labour is denied work while labour is imported to smaller towns at a greatly increased cost from Edmonton or Calgary.

I would submit that the present policy on certifications be the subject of review by the Department.

In dealing with the local dispute involved herein, the employer is situated at Nisku with his job office at Nisku and has no office in the City of Edmonton. It has been demonstrated that 50% of his employees were employed outside the Edmonton area and that 100% of his employees voluntarily signed on for work at the job site. In reference to the situation as it in fact existed at the time of certification, and completely disregarding the Edmonton Builders' Exchange situation, I would recommend:

1. That the employer give preference of hiring to skilled and unskilled workmen who are members of the Union in the immediate local area.

2. That the employer then be entitled to hire non-Union skilled and unskilled labour in the local area to meet his additional labour requirements provided that such employees joint the Union within thirty days of the commencement of employment.

3. Where an employer requests skilled employment from the local Union and where such employees are required to be brought in from another area to the job location, adequate and sufficient transportation pay be made available to such employees.

The writer wishes to apologize for the lengthy nature of this report but feels that the very important matters that give rise to this dispute should be brought to the attention of your Department.

All of which is respectfully submitted,

Yours very truly,

(Signed)- A. O. Ackroyd. Member.

AOA/m.

THE ALBERTA LABOUR ACT

V O T E S

ON SELECTION OF A

BARGAINING AGENT

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

"J"

V O T E S

ON SELECTION OF

BARGAINING AGENT

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

	UNION	COMPANY	RESULT
1.	United Brotherhood of Carpenters & Joiners of America, Calgary, Alberta.	A & J Hughes Construction Ltd., Calgary, Alta.	Voted For.

THE ALBERTA LABOUR ACT

V O T E S

ON

CONCILIATION BOARD AWARDS

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

"K"

THE ALBERTA LABOUR ACT

V O T E S

ON

CONCILIATION BOARD AWARDS

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

	UNION	COMPANY	RESULTS
1.	United Cement, Lime, and Gypsum Workers International Union, Local 359.	Inland Cement Company Limited, Edmonton, Alta.	Employees rejected Employer Accepted.
2.	International Association of Heat, and Frost Insulators and Asbestos Workers, Local 110, Edmonton.	Atomic Insulation Co. Ltd., Edmonton.	Employees Accepted. Employer Rejected.
3.	United Steelworkers of America, Local 3345, Edmonton, Alberta.	Dominion Bridge Co. Ltd., Edmonton, Alta.	Employees Accepted. Employer Rejected.
4.	Oil, Chemical & Atomic Workers International Union, Local 16-638, Edmonton, Alta.	Sidney Roofing & Paper Co., Ltd., Lloydminster, Alberta.	Employees Rejected. Employer Accepted.
5.	United Steelworkers of America, Local 5044, Calgary, Alta.	Dominion Bridge Co. Ltd., Calgary, Alta.	Employees Rejected Employer Rejected.
6.	I.A.T.S.E.M.P.M.O., Local 302 Calgary, Alta.	Barron Enterprises Grand and Uptown Theatres, Calgary, Alta.	Employees Rejected Employer Rejected.
7.	I.A.T.S.E.M.P.M.O., Local 302 Calgary, Alta.	Famous Players Canadian Corporation (Palace Theatre and Capitol Theatre, Calgary, Alta.	Employees Rejected Employer Rejected
8.	United Glass and Ceramic Workers of North America, Local 201.	Dominion Glass Company Limited, Redcliff, Alta.	Employees Accepted Employer Rejected.
9.	United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer, Alberta.	Certain Red Deer Contractors as listed on Appendix "A".	
		Poole Construction Co. Ltd., Edmonton, Alta.	Employees Rejected Employer Accepted.

9. Cont'd. -

Union	Company	Results
	Britton Construction Ltd., Red Deer, Alta.	Employees Rejected Employer Rejected
	Quam Construction Co., Red Deer, Alta.	Employees Accepted Employer Rejected
	Sandquist Construction Co., Red Deer, Alta.	Employees Accepted Employer Rejected
	Templeton Construction Ltd., Red Deer, Alta.	Employees Rejected Employer Rejected
	Hornstrom Bros. Red Deer, Alta.	Employees Rejected Employer Rejected
	Ahlstrom Construction, Red Deer, Alta.	Employees Rejected Employer Rejected
	Alta-West Construction Ltd., Red Deer, Alta.	Employees Rejected Employer Accepted.
	Western Builders Ltd., Red Deer, Alta.	Employees Accepted Employer Rejected
	Bird Construction, Calgary, Alta.	Employees Accepted Employer Accepted.
	Forest Construction, Edmonton, Alta.	Employees Accepted Employer Accepted.

	UNION	COMPANY	RESULTS
10.	Brotherhood of Painters, Decorators, and Paperhangers of America, Local 1016, Edmonton, Alta.	Beckman Painting Ltd.,	Employees Rejected Employer Rejected
		Mason & Sons Ltd.,	Employees Rejected Employer Rejected
		Cameron Co. Ltd.,	Employees Accepted Employer Rejected.
		Keeler Painting & Decorating Co. Ltd.	Employees Accepted Employer Rejected
		Wilsons Decorators Ltd.,	Employees Rejected Employer Rejected
11.	United Brotherhood of Carpenters & Joiners of America, Local 1325, Edmonton.	Industrial Leaseholds Construction Ltd., Leduc, Alta.	Employees Rejected Employer Rejected.

THE ALBERTA LABOUR ACT

V O T E S

ON

STRIKE ACTION

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

"L"

V O T E S

STRIKE ACTION

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

	UNION	COMPANY	RESULT
1.	United Steelworkers of America, Local 5044, Calgary, Alta.	Dominion Bridge Co. Ltd., Calgary, Alta.	Employees voted for
2.	United Steelworkers of America, Local 3345, Edmonton, Alta.	Dominion Bridge Co. Ltd., Edmonton, Alta.	Employees voted for
3.	International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton, Alta.	Atomic Insulation Co. Ltd., Edmonton, Alta.	Employees voted against
4.	I.A.T.S.E.M.P.M.O., Local 302, Calgary, Alta.	Barron Enterprises (Grand & Uptown Theatres), Calgary, Alta.	Employees voted for
5.	I.A.T.S.E.M.P.M.O., Local 302, Calgary, Alta.	Famous Players Canadian Corporation (Palace Theatre and Capitol Theatre) Calgary, Alta.	Employees voted for
6.	United Glass and Ceramic Workers of North America, Local 201.	Dominion Glass Company, Redcliff, Alta.	Employees voted for

THE ALBERTA LABOUR ACT

V O T E S

SECTION 104

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

"M"

V O T E S

SECTION 104

JULY 1st, 1960 to SEPTEMBER 30th, 1960.

	UNION	COMPANY	RESULT
1.	International Woodworkers of America, Local 1-206, Blairmore, Alta.	Atlas Lumber Company Limited, Coleman, Alberta.	Employees voted for rejection of Union Security Clause.

E R R A T A

THE ALBERTA LABOUR ACT

ON SELECTION OF A

BARGAINING AGENT

JANUARY 1st, 1960 to JUNE 30th, 1960.

"N"

E R R A T A

V O T E S

ON SELECTION OF

BARGAINING AGENT

JANUARY 1ST, 1960 to JUNE 30th, 1960.

	UNION	COMPANY	RESULT
1.	Construction & General Labourers' Union, Local 1111, Calgary, Alberta.	Burtex Industries Limited, Calgary, Alta.	Voted Against
2.	Beverage Dispensers, Hotel Service, Culinary & Restaurant Employees, Local 579, Edmonton, Alta.	Edmonton Club, Edmonton, Alta.	Voted Against

Should read:-

1.	Construction & General Labourers' Union, Local 1111, Calgary, Alberta.	Burtex Industries Limited, Calgary, Alta.	Voted For
2.	Beverage Dispensers, Hotel Service, Culinary & Restaurant Employees, Local 579, Edmonton, Alta.	Edmonton Club, Edmonton, Alta.	Voted For